City of Detroit

CITY COUNCIL

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ANNE MARIE LANGAN DEPUTY DIRECTOR (313) 224-1078

TO:

COUNCIL MEMBERS

FROM:

Irvin Corley, Jr., Director JCJ

DATE:

September 22, 2008

RE:

Response to Council Member Sheila M. Cockrel's Questions of

September 16, 2008 Concerning Pension Adjustment for Sharon McPhail

The following are responses from Mr. Corley to Council Member Sheila M. Cockrel's questions submitted in her letter of September 16, 2008 concerning pension adjustments for Sharon McPhail.

(Note: although I recognize recent actions by the General Retirement System (GRS) pension trustees may have changed their position on the Sharon McPhail request, I feel this report raises valid concerns for Council's consideration.)

Question 2.) a. What is the purpose under Section 11-104 of the Detroit City Charter of requiring an independent actuarial report prior to taking action on proposed changes in future retirement benefits? (i.e. IRS requirement, fiscal responsibility).

The requirement for an independent actuarial report prior to taking action on proposed changes in future retirement benefits provides the legislative body with the true cost of the proposed retirement benefits based on the assumptions (investment rate of return, salary increases, life expectancy, etc.) used by the system at the time. The actuarial report will provide the costs as the current cost, or increase in normal costs, the increase in unfunded actuarial accrued liability or UAAL, if any, for service already earned, and the future costs of the benefit increase over a period of time possibly related to the amortization period, or 30 year cost.

This independent actuarial report gives the legislative body an appreciation of the actual cost for any proposed retirement benefit increase to allow the body to determine that the proposed benefit can be afforded both currently and in the future.

I believe the requirement that final action on any proposed change in future retirement benefits may not take place until the report of the actuary is made public for "at least (3) months" allows the public adequate time to understand, appreciate, and comment on the immediate and long term costs associated with the change.

The charter language also dovetails with the State Constitution language that follows:

§ 24 Public pension plans and retirement systems, obligation.

Sec. 24. The accrued financial benefits of each pension plan and retirement system of the state and its political subdivisions shall be a contractual obligation thereof which shall not be diminished or impaired thereby.

Financial benefits, annual funding.

Financial benefits arising on account of service rendered in each fiscal year shall be funded during that year and such funding shall not be used for financing unfunded accrued liabilities.

History: Const. 1963, Art. IX, § 24, Eff. Jan. 1, 1964.

The requirement of an actuarial report is the only method to ascertain the annual funding required for a retirement benefit increase that must be funded each fiscal year per the State constitution language above.

b. Does Section 11-104 apply to this situation?

In order to answer this question, I am going to divide the response to address the two actions, as I understand them, as they relate to requests made by Sharon McPhail concerning retirement issues. One, the request for service credit for the time Sharon McPhail was employed by the Wayne County Prosecutor's Office. This is the direct question included in the communication from Council Member Sheila Cockrel. Two, the request to allow service credit for the time Sharon McPhail was a Police Commissioner for the Detroit Police Department as approved by the pension board of trustees in the documentation attached to the questions.

First the approval by the board of trustees to allow service credit for the time Sharon McPhail was employed by the Wayne County Prosecutor's Office. If this action is unique or on a case by case basis, and intended for only one employee and not as a benefit change to the system, section 11-104 may not require an actuarial report. However, an actuarial report would still be needed to determine the cost associated with the granting of employee's time with another governmental unit. In addition research would have to be undertaken into the amount the employee would be required to deposit into the retirement system per State Act 88 of 1961, Section 6 (Attachment I).

If the intention of the board of trustees is to allow other government employment time to count towards a city pension for all employees, as it appears may be the board or trustees' intent by the inclusion of the language contained in the board's resolution.

"RESOLVED, THAT ALL PERSONS SIMILARILY SITUATED BE ALLOWED, IN EFFECT, TO PURCHASE OTHER GOVERNMENTAL SERVICE CREDIT, SUBJECT TO RESOLUTION BY THE BOARD OF TRUSTEES ON A CASE-BY-CASE BASIS,"

Then, it is my opinion that section 11-104 of the charter definitely applies. As this would be a change in future retirement benefits.

The larger issue in my view is that as I read Public Act 88 of 1961, Reciprocal Retirement Act, which is the act that allows for the "preservation and continuity of retirement service credits for public employees who transfer their employment between units of government." the pension board trustees are acting beyond their authority. The City Council Research Analysis Division and Law Department are better positioned to give legal advice but the following language from the act appears clear to me.

"Sec. 3. (1) Any municipal unit, which covers its employees under a retirement system or systems, by a majority vote of its governing body may elect to adopt the provisions of this act for its employees covered under such retirement system or systems."

"Sec. 6. (1) ... The agreement shall be by resolution of the governing body of each reciprocal unit. "

Sec. 6. "(4) Each reciprocal unit, by resolution of the governing body of the reciprocal unit, shall establish a written policy to implement the provisions of this section in order to provide uniform application of this section to all members of the reciprocal retirement system."

This clause in the state act would preclude an individual or case by case decision, as it requires "uniform application" to all members.

Reciprocity or reciprocal retirement benefits is the term applied to the concept of granting an employee service credit for retirement purposed for time while employed by a different government entity. The enabling legislation and rules that governed the implementation and operation of reciprocal retirement benefits for units of government are contained in State Public Act 88 of 1961, Reciprocal Retirement Act.

Another relevant section, Section 3 (3)f of Public Act 88 of 1961 requires "The governing body of a municipal or state unit, within 10 days after it elects to come under the provisions of this act, shall file written certification of its action with the secretary of state. Upon the filing of the certification the municipal unit or state unit shall be a reciprocating unit. The secretary of state shall maintain a list of reciprocal units, which list shall be available to any municipal or state unit requesting it." I have obtained a list (Attachment II) from the Municipal Employee Retirement System's (MERS) website that lists the units of government that have filed for certification under the state act. In discussion with a MERS employee, the list is compiled in coordination with data from the Michigan Secretary of State. The retirement systems of the City of Detroit are not included in this listing. Indicating that the City of Detroit retirement systems cannot allow the crediting of other government time for retirement purposes.

I think City Council should question the board of trustees, and the legal advisor of the retirement system board, on this matter. How could the board take such action without investigation of its authority? What advice did the board request, and what information was the board given at the time? Who did the research into allowing the board to make unauthorized acts? If this issue was not researched at the time, why weren't these types

of questions asked? What plan of action will be undertaken to identify unauthorized decisions by the board? What changes will be put into place to prevent this in the future?

c. Are there any IRS rules that apply to this type of action wherein special treatment is being given to one employee, rather than revising a particular provision of the retirement plan to be applicable to all employees?

Not being a tax/retirement system attorney I can only provide my general understanding in this area. Quoting from a July 2008 United States Government Accountability Office report "for participants in governmental pension plans to receive preferential tax treatment (that is, for plan contributions and investment earnings to be tax-deferred), plans must be deemed "qualified" by the Internal Revenue Service. In the city's case should the plan become unqualified employees may be required to pay taxes on the contributions the city as employer makes each year to the system in their behalf, and the employee may have to pay taxes on the interest credited to the employee's annuity each year. I would estimate that this would be a considerable hardship to most employees, as they would not see an increase in their income, but their tax liability would increase.

One of the items that the IRS looks very closely at during a review of a plan to be qualified or not, is whether the plan rules are nondiscriminatory. That is, plan rules cannot be designed to benefit only highly compensated employees. Does the plan treat all members the same, or does it favor in any manner "highly compensated" employees?

One example of a plan feature that could be considered favoring "highly compensated" employees would be requiring a relatively high contribution by the employee to the retirement plan before the employer provided a match. Since it would be much easier for a "highly compensated" employee to make this contribution compared to the average employee, the IRS could determent the plan to be unqualified.

A couple of notes in relation to an IRS review: The IRS does not react quickly to requests for reviews, and reviews are not completed quickly. I believe it took a minimum of two years of review by the IRS to rule that the yet to be implemented 1998 Defined Contribution Plan would be qualified. It is my understanding that once a plan is determined to be unqualified it is very difficult to become qualified again.

As a result of the ramifications of a retirement plan being ruled unqualified, I believe that as the legislative body responsible for approving retirement benefit changes, maintaining the plan as qualified should be an important consideration. I also believe that the trustees of the retirement systems should also be very careful when making decisions to ensure the plan remains qualified per IRS regulations. That is why I would recommend that Council inquire of the GRS board if the recently approve employee loan program rules will be submitted to the IRS for review, and if not, why the board feels this is not required or important to do so.

d. Is the "qualified" status of the City's retirement plan jeopardized by the Board's recent action?

Again, I can only speak in general terms on the concept of qualified and unqualified plans, but if the decision was made for only one individual, and that individual falls into the "highly compensated" category, then I would have to answer in the affirmative, that the action jeopardizes the qualified status. If the benefit were extended to all employees, then I would estimate the plan's qualification would not be jeopardized.

Referring back to the recently adopted "employee loan program", I could envision a potential problem since the benefit is only extended to non-union employees until such time as the unions agree to the benefit change as part of the collective bargaining process. Since non-union employees are generally at the higher end of the city's compensation range, some exposure could exist. I do not know if labor agreement considerations are a legitimate rational that the IRS would consider. The Research Analysis Division, the pension trustees, the attorney for the pension system, or possibly an actuary might be in a better position to assess this degree of jeopardy to the plans IRS qualified status that the Sharon McPhail decision and/or the employee loan program places the system in.

e. Does the City of Detroit have a reciprocity agreement with Wayne County in order to grant service credits to the other entity's employees?

To my knowledge the City of Detroit does not have a reciprocity agreement with any other units of government. If reciprocity agreements did exist, per State Act 88 of 1961, they would require the "majority vote of its governing body". And the filing of written certification with the Michigan Secretary of State would be required. This is found in sections 38.1103 and 38.1106 of the act.

In reading the act and review of the attached sample resolution (Attachment III) from MERS, it appears that a government unit elects to adopt the provisions of the act and become a reciprocal unit. This action means the unit shares reciprocity with the state and every other unit that has adopted the provision. To my knowledge at this point it seems individual reciprocal agreements are not necessary or allowed. Rather the unit of government adopts the concept by resolution and is included with all other units who have done the same. The units of government do not pick and choose which other units it will share reciprocity of retirement service credit with.

The concept of reciprocity is a very basic feature of the plan design, and the decision to participate under Act 88 of 1961 would definitely fall into the category of a future retirement plan benefit and require an actuarial study under the City Charter section 11-104.

I hope these responses provide adequate information to City Council Members. The 2008-09 budget includes \$180.9 million for actuarial pensions. Other than direct salary and wages, and health care benefits, pension costs are the third largest employee cost in

the budget. The annual cost of pensions coupled with the issues raised by responding to these questions warrant a review of the pension trustees' actions on a regular basis.

Attachments (3)

cc: Council Divisions

Loren Monroe, Auditor General Norman White, Finance Director Pamela Scales, Budget Director Kathy Leavy, Law Director Londell Thomas, Council Liasion

RECIPROCAL RETIREMENT ACT Act 88 of 1961

AN ACT to provide for the preservation and continuity of retirement system service credits for public employees who transfer their employment between units of government.

History: 1961, Act 88, Eff. Sept. 8, 1961.

The People of the State of Michigan enact:

38.1101 Reciprocal retirement act; short title.

Sec. 1. This act shall be known and may be cited as the "reciprocal retirement act".

History: 1961, Act 88, Eff. Sept. 8, 1961.

38.1102 Reciprocal retirement act; definitions.

Sec. 2. As used in this act:

- (a) "State unit" means the state employees' retirement system, established by Act No. 240 of the Public Acts of 1943, as amended, being sections 38.1 to 38.43 of the Compiled Laws of 1948; the public school employees' retirement system, established by chapter 1 of Act No. 136 of the Public Acts of 1945, as amended, being sections 38.201 to 38.234 of the Compiled Laws of 1948; the judges' retirement system, established by Act No. 198 of the Public Acts of 1951, as amended, being sections 38.801 to 38.830 of the Compiled Laws of 1948; the probate judges' retirement system, established by Act No. 165 of the Public Acts of 1954, as amended, being sections 38.901 to 38.933 of the Compiled Laws of 1948; the department of public safety pension, accident and disability fund, established by Act No. 251 of the Public Acts of 1935, as amended, being sections 28.101 to 28.110 of the Compiled Laws of 1948; and the legislative retirement system, established by Act No. 261 of the Public Acts of 1957, as amended, being sections 38.1001 to 38.1060 of the Compiled Laws of 1948.
- (b) "Municipal unit" means a county, city, village, township or school district of the first class; any separate corporation or instrumentality established by 1 or more counties, cities or villages, as permitted by law; any corporation or instrumentality supported in most part by counties, cities and villages, or any of them; any public corporation charged by law with the performance of a governmental function and whose jurisdiction is coextensive with 1 or more counties, cities and villages.
- (c) "Governmental unit" means the state to the extent the employees of the state are covered under an applicable state unit; and any municipal unit.
- (d) "Reciprocal unit" means any state unit or municipal unit which elects to come under the provisions of this act.
- (e) "Retirement system" means the retirement, pension or annuity system, plan or fund under which a governmental unit covers its employees. The term "retirement system" shall not include the federal social security old-age survivors' and disability insurance program.
- (f) "Reciprocal retirement system", in the case of a municipal unit electing to become a reciprocal unit, means the retirement systems under which the municipal unit covers its employees. In the case of a state unit, "reciprocal retirement system" means a state unit which elects to become a reciprocal unit.
- (g) "Accumulated deposits" or "accumulated contributions" means the amounts deducted from the compensations of a member of a reciprocal retirement system and credited to his individual account in the system, together with interest, if any, credited thereon.
- (h) "Final average salary" means the salary or the average of salaries used in computing a retirement allowance, as set forth in the retirement system plan.
- (i) "Retirement allowance" means the annuity, pension or retirement allowance payable to a member of a reciprocal retirement system on account of his employment with a reciprocal unit.
- (j) "Retirement" means the withdrawal of a member of a reciprocal retirement system from the employ of a reciprocal unit with a retirement allowance payable from funds of the reciprocal retirement system.

History: 1961, Act 88, Eff. Sept. 8, 1961;—Am. 1965, Act 106, Imd. Eff. June 30, 1965.

38.1103 Reciprocal retirement act; adoption by municipal or state unit; certification, force and effect.

Sec. 3. (1) Any municipal unit, which covers its employees under a retirement system or systems, by a majority vote of its governing body may elect to adopt the provisions of this act for its employees covered under such retirement system or systems.

- (2) Any state unit, by a majority vote of its governing body, may elect to have the provisions of this act made applicable to its members.
- (3) The governing body of a municipal or state unit, within 10 days after it elects to come under the provisions of this act, shall file written certification of its action with the secretary of state. Upon the filing of the certification the municipal unit or state unit shall be a reciprocal unit. The secretary of state shall maintain a list of reciprocal units, which list shall be available to any municipal unit or state unit requesting a copy.
- (4) The provisions of this act, when adopted by a municipal or state unit shall be effective for the unit in addition to the provisions of charter, ordinance, resolution or state law governing the retirement systems for the reciprocal unit, as the provisions of charter, ordinance, resolution or state act are in force and as amended.

History: 1961, Act 88, Eff. Sept. 8, 1961;—Am. 1965, Act 106, Imd. Eff. June 30, 1965.

38.1104 Reciprocal retirement system; eligibility for retirement allowance; conditions; commencement of retirement allowance.

- Sec. 4. A member of a reciprocal retirement system who leaves the employ of a reciprocal unit, designated as the preceding reciprocal unit, and enters the employ of another governmental unit, designated as the succeeding governmental unit, shall be entitled to a retirement allowance payable by the preceding reciprocal unit's retirement system subject to the following conditions:
- (a) The member has 30 months or more of credited service in force acquired in the employ of the preceding reciprocal unit.
- (b) The member does not withdraw his or her accumulated deposits from the preceding reciprocal unit's retirement system, or if the member has withdrawn the accumulated deposits, the member deposits with the preceding reciprocal unit the amount withdrawn together with interest compounded annually at the rate in effect for the preceding reciprocal unit; the deposit to be made within 5 years after the date the member becomes employed by the succeeding governmental unit.
- (c) The member enters the employ of each succeeding governmental unit within 15 years after the date of leaving the employ of each preceding governmental unit.
- (d) The member's credited service in force with the preceding reciprocal retirement systems plus the member's credited service acquired in the employ of succeeding governmental units equals or exceeds the minimum credited service required for age and service retirement in the applicable preceding reciprocal retirement system.
- (e) The retirement allowance payable by any preceding reciprocal retirement system shall be determined at the time the member ceased to be a member of the preceding reciprocal retirement system, upon the basis of the retirement allowance formula of the preceding reciprocal retirement system, the member's credited service in force in the preceding reciprocal retirement system, and the member's final average salary at that time.
- (f) Payment of a retirement allowance by a preceding reciprocal retirement system shall begin on the first day of the second calendar month immediately following the month in which proper written application is filed with the governing body of the preceding reciprocal retirement system on or after attainment of 60 years of age. The retirement allowance shall not begin before attainment of the minimum age for age and service retirement required in the preceding reciprocal retirement system.

History: 1961, Act 88, Eff. Sept. 8, 1961;—Am. 1963, Act 186, Eff. Sept. 6, 1963;—Am. 1965, Act 106, Imd. Eff. June 30, 1965;—Am. 1971, Act 48, Imd. Eff. June 28, 1971;—Am. 1975, Act 103, Eff. Jun. 1, 1976;—Am. 1979, Act 115, Imd. Eff. Oct. 9, 1979;—Am. 1982, Act 520, Imd. Eff. Dec. 31, 1982;—Am. 1988, Act 15, Imd. Eff. Feb. 18, 1988;—Am. 1990, Act 274, Imd. Eff. Dec. 3, 1990.

38.1105 Credited service generally.

Sec. 5. A member of a reciprocal retirement system who has 30 months or more of credited service acquired as a member of the system and who has attained the age but has not met the service requirements for age and service retirement shall be entitled to use his or her credited service in force previously acquired as a member of governmental unit retirement systems in meeting the service requirements of the system from which he or she retires. If the member has a break in governmental unit employment for a period longer than 15 years, his or her service rendered in the employ of the governmental units prior to his or her last break in service shall not be used in satisfying the service requirement for age and service retirement in the system from which he or she retires. Except as provided in section 6, credited service acquired in a governmental unit in which the member was previously employed shall not be used in determining the amount of his or her retirement allowance payable by the reciprocal retirement system from which he or she retires unless otherwise provided by the retirement system.

History: 1961, Act 88, Eff. Sept. 8, 1961;—Am. 1965, Act 106, Imd. Eff. June 30, 1965;—Am. 1990, Act 274, Imd. Eff. Dec. 3,

Courtesy of www.legislature.mi.gov

- 38.1106 Transfer of credited service; agreement between preceding reciprocal unit and succeeding reciprocal unit; resolution; financial consideration; actuarial present value of retirement allowance; written policy.
- Sec. 6. (1) A reciprocal unit, designated as the preceding reciprocal unit, may enter into an agreement with a reciprocal unit, designated as the succeeding reciprocal unit, to transfer credited service of a member who leaves the employ of the preceding reciprocal unit and enters the employ of the succeeding reciprocal unit. The agreement shall be by resolution of the governing body of each reciprocal unit. The resolution shall specify the amount of credited service being transferred from the preceding reciprocal unit to the member's credit in the succeeding reciprocal unit and the amount of financial consideration being transferred from the preceding reciprocal unit to the succeeding reciprocal unit. The financial consideration transferred under this section shall not be greater than the larger of the following:
 - (a) The accumulated contributions of the member whose credited service is being transferred.
- (b) The actuarial present value of the retirement allowance payable by the preceding reciprocal unit under section 4 if the preceding reciprocal unit does not transfer the member's credited service under this section.
- (2) A succeeding reciprocal unit, before passing a resolution described in subsection (1), shall determine the actuarial present value of the retirement allowance that will be payable to the member under the retirement plan of the succeeding reciprocal unit attributable to the credited service to be transferred under subsection (1).
- (3) The actuarial present value of the retirement allowance payable by the preceding reciprocal unit under subsection (1) and by the succeeding reciprocal unit under subsection (2) shall be calculated using the interest rate and mortality tables specified by the Pension Benefit Guarantee Corporation for calculating the actuarial present value of immediate and deferred pensions under a terminated pension plan as provided in part 2619 of subchapter C of chapter XXVI of title 29 of the Code of Federal Regulations, 29 C.F.R. part 2619.
- (4) Each reciprocal unit, by resolution of the governing body of the reciprocal unit, shall establish a written policy to implement the provisions of this section in order to provide uniform application of this section to all members of the reciprocal retirement system.

History: Add. 1990, Act 274, Imd. Eff. Dec. 3, 1990.



COMPILED FROM SECRETARY OF STATE LIST OF ALL RECIPROCAL UNITS UNDER ACT 88 OF 1961

(MERS and Non-MERS Units as of December 31, 2007)

Number of MERS Units

306

Number of Non-MERS Units

<u>60</u>

Total Number of Act 88 Units*

366

 * Unit name changes, readoptions & mergers counted once

Blue and Italics designate non-MERS units

Blue and Italics designate non-MERS units		DATE OU ED MITU
		DATE FILED WITH
	RESOLUTION	SECRETARY OF
RECIPROCAL UNIT	ADOPTION DATE	<u>STATE</u>
[Adding Oil of	12/07/70	12/10/70
Adrian, City of		03/19/69
Albion, City of	03/17/69	03/19/09
Alcona County	07/16/81	
Alger County Road Commission	11/25/70	11/27/70 12/16/70
Alger-Schoolcraft Dist Health Dept (merged w/Luce-Mackinaw Dist Hith)	12/09/70	
Allegan County	06/11/98	03/07/02
Allegan County Road Commission	02/10/71	02/15/71
Alma, City of	02/14/67	02/24/67
Alpena, City of	12/02/68	12/10/68
Alpena County	12/19/68	12/26/68
Alpena County Road Commission	11/17/70	11/20/70
Ann Arbor, City of	06/30/69	07/14/69
Antrim County	11/12/70	11/25/70
Arenac County	01/12/71	01/15/71
Auburn, City of	02/05/01	02/16/01
AuGres, City of	12/03/70	12/08/70
Bangor, City of	02/12/90	02/20/90
Baraga County	12/14/70	01/08/71
Baraga County Road Commission	11/12/70	11/23/70
Barry County MCF (Thornapple Manor)	11/17/70	12/16/70
Barry-Eaton District Health Dept	12/10/70	12/17/70
Battle Creek, City of	07/03/73	07/10/73
Bay Area Transportation Authority (BATA)	07/27/05	10/19/05
Bay City, City of (2 Systems; City & Police/Fire)	10/27/61	10/30/61
Bay City Housing Commission	10/27/61	10/31/61
Bay County	07/14/64	11/22/65
Beecher Metropolitan District	11/11/70	11/19/70
Belding, City of	05/02/00	05/10/00
Belleville, City of	05/06/96	08/08/96
Benzie County	04/18/00	04/26/00
Benzie County Comm on Aging	09/10/03	10/24/03
Benzie/Leelanau District Health Dept	03/28/02	04/03/02
Berkley, City of	03/18/68	03/27/68
Berrien County	10/21/65	10/25/65
Bessemer, City of	08/04/69	08/19/69
Big Rapids, City of	03/03/75	03/13/75
Bingham Farms, Village of	06/27/05	07/06/05
Birmingham, City of	08/23/93	08/31/93
Blackman Charter Township	01/23/03	02/07/03
Bloomfield Hills, City of	09/10/02	09/13/02
Boyne City, City of	12/08/70	12/10/70
Branch County	10/15/03	10/21/03
		10/2 //00

RESOLUTION

		DATE FILED WITH
	RESOLUTION	SECRETARY OF
RECIPROCAL UNIT	ADOPTION DATE	STATE
Describ I Bills de la District I Lea Ma Descri	00/40/02	08/23/63
Branch-Hillsdale District Health Dept	08/16/63 11/17/70	11/27/70
Bridgeport, Charter Township of Bridgman, City of	05/16/05	05/25/05
	03/16/03	12/11/70
Brighton, City of	1 01/06/66	12/11//0
Cadillac, City of	07/16/07	T 07/23/07
Calhoun County	09/03/98	11/23/98
Calhoun-Branch Community Mental Health Svcs (dissolved)	12/14/70	11/15/68
Capac, Village of	09/21/92	10/13/92
Capital Area District Library	10/17/01	01/23/02
Capital Region Airport Authority	08/01/74	08/09/74
Carrollton Township	10/25/04	11/05/04
Caspian, City of	11/10/70	11/19/70
Cedar Springs, City of	04/14/94	05/03/94
Center Line, City of	05/18/67	05/26/67
Central Dispatch of Muskegon County	10/11/00	10/18/00
Central Lake, Village of		10/24/07
Central Michigan CMH (merged w/CMH for Central Michigan)	05/27/80	06/09/80
Central Michigan District Health Dept	12/21/70	12/30/70
Charlevoix, City of	12/07/70	12/14/70
Charlevoix County	10/11/65	10/13/65
Charlevoix County Road Commission	02/10/64	02/17/64
Charlotte, City of	09/09/68	09/11/68
Cheboygan County	08/15/07	08/22/07
Cheboygan County Road Commission	01/20/71	01/26/71
Chippewa County	03/11/74	03/15/74
Chippewa County Road Commission	11/20/70	12/07/70
Clare, City of	06/06/05	06/14/05
Clare County	11/23/70	11/27/70
Clare County Road Commission	12/02/70	12/04/70
Clawson, City of	02/07/67	02/14/67
Clearwater Township	03/19/02	03/29/02
Clinton County	12/28/70	01/04/71 12/12/68
Clinton County Road Commission Clinton, Village of	12/03/68	12/08/70
Clio, City of	12/02/70 10/18/04	01/27/06
Coldwater, City of	04/16/64	04/17/64
Coldwater Board of Public Utilities	10/31/95	11/14/95
Community Mental Health for Central Michigan (readoption)	10/01/01	10/24/01
Coopersville, City of	10/23/89	11/07/89
Corunna, City of	12/21/70	01/12/71
Corwith Township	1 12777	01/18/06
Crawford County Road Commission	02/09/06	02/16/06
Croswell, City of	11/23/70	11/27/70
		· · · · · · · · · · · · · · · · · · ·
Delta County	10/09/67	10/16/67
Delta County Road Commission	05/08/03	06/03/03
Delta-Menominee District Health Dept	09/10/91	09/19/91
Detroit Board of Education (teachers)	10/10/61	12/28/61
DeWitt, City of	01/03/06	01/11/06
Dickinson County	12/08/70	12/10/70
Dickinson-Iron Community Mental Health	08/18/92	08/28/92
Dickinson-Iron District Health Dept	07/02/86	08/08/86
Dimondale, Village of	08/09/99	08/19/99
District Health Dept #1 (merged with Dist Health #10)	11/24/70	11/27/70
District Health Dept #2 (formerly West Branch Dist Health #2)	02/10/70	03/09/70

	RESOLUTION	DATE FILED WITH SECRETARY OF
RECIPROCAL UNIT	ADOPTION DATE	STATE
NEON NOOME ONT	<u></u>	
District Health Dept #3 (now NW Mich Comm Hith Agency)	01/27/70	01/30/70
District Health Dept #4 (Rogers City Dist Health #4)	04/08/70	04/17/70
District Health Dept #5 (merged with Dist Health #10)	12/09/70	12/15/70
District Health Dept #10	02/27/98	03/10/98
Douglas, Village of	12/07/70	12/10/70
Dowagiac, City of	09/08/87	09/17/87
Durand, City of	11/16/70	11/18/70
East China Township	05/03/66	05/12/66
East Detroit, City of	01/01/87	06/05/87
East Grand Rapids, City of	01/22/64	01/23/64
East Jordan, City of	01/03/67	01/05/67
Eaton County	02/18/70	03/16/70
Eaton Rapids, City of	04/28/03	04/29/03
Ecorse, City of	01/30/96	02/13/96
Emmet County	05/16/96	07/05/96
Emmet County Road Commission	05/20/66	05/23/66
Escanaba, City of	11/18/65	11/22/65
Escanaba Housing Commission	02/20/01	03/05/01
Essexville, City of	11/10/70	11/13/70
Farmington Community Library	08/13/92	09/04/92
Flat Rock, City of	07/07/75	10/09/75
Flint, City of	09/07/61	09/13/61
Flushing Charter Township	11/09/06	1 03,730,
Forty-One B (41B) District Court	11700700	12/06/06
Forty-Five B (45B) District Court (Oak Park)	05/15/89	05/18/89
Fraser, City of	04/13/67	04/24/67
Fremont, City of	08/02/93	08/12/93
Fremont Area District Library	02/12/02	02/19/02
Genesee County	11/20/68	01/13/69
Gladwin, City of	11/04/02	11/08/02
Gladwin City Housing Commission	11/04/02	09/27/07
Gladwin County	12/14/70	12/28/70
Gogebic County	01/29/65	02/22/65
Grand Ledge, City of (Police)	10/01/07	1 022200
Grand Traverse County	03/30/67	04/06/67
Grand Traverse County Road Commission	08/11/69	08/14/69
Grandville, City of	01/11/71	01/14/71
Gratiot County Road Commission	11/13/70	11/20/70
Great Lakes Community Mental Hith Board	08/06/97	10/19/99
Grosse Pointe, City of	03/21/77	03/25/77
Grosse Pointes-Clinton Refuse Disposal Auth (privatized)	04/09/86	04/16/86
Grosse Pointe Farms, City of		05/08/03
Grosse Pointe Woods	01/19/88	01/22/88
Hamtramck, City of	08/31/71	09/07/71
Harper Woods, City of	03/07/66	03/11/66
Harrison, City of	12/07/70	12/11/70
Hazel Park, City of	04/12/65	04/14/65
Hillsdale, City of	07/12/00	09/13/06
Holland Area Comm Swimming Pool Authority	11/03/04	06/02/05
Holland, City of	06/05/68	06/07/68
	1 00/03/00	1 00/01/00

		DATE FILED WITH
	RESOLUTION	SECRETARY OF
RECIPROCAL UNIT	ADOPTION DATE	<u>STATE</u>
	00/05/09	06/07/69

RECIPROCAL UNIT	ADOPTION DATE	STATE
Holland Community Hospital (privatized)	06/05/68	06/07/68
Holly, Village of	11/24/70	12/02/70
Houghton County	07/11/78	07/18/78
Howard City, Village of	03/12/01	03/23/01
Howell, City of		05/31/96
Hudsonville, City of	05/11/71	06/02/71
Huntington Woods, City of	02/16/85	02/23/85
Huron Charter Township		12/10/02
Huron County	05/13/69	05/21/69
Huron County Road Commission	12/21/64	03/05/65
Ilasham Causti	09/29/65	10/05/65
Ingham County		04/11/86
Ingham County Road Commission	04/03/86	06/02/94
Ionia, City of	05/25/94 12/16/92	01/07/93
Ionia County Road Commission		05/13/93
losco County	05/05/93	
losco County Road Commission	10/01/01	10/04/01 11/25/70
Iron County Iron County Road Commission	11/17/70	08/13/89
	08/11/89 12/17/68	12/23/68
Isabella County		12/23/68
Isabella County Road Commission	12/20/68	
Isabella County Transportation Commission	11/18/04	06/14/05 02/11/65
Ishpeming, City of	02/03/65	
IshpemingTownship Ithaca, City of	10/12/04 12/01/70	10/26/04 12/15/70
Jackson, City of	09/07/71	09/10/71
Jackson County	10/20/65	10/28/65
Jackson District Library	04/08/99	04/15/99
Judges Retirement System		05/19/93
Kalamazoo, City of	05/20/68	05/28/68
Kalamazoo County	10/19/71	11/02/71
Kalkaska County	01/12/99	01/25/99
Kalkaska County Road Commission	11/23/70	12/10/70
Kalkaska, Village of	11/23/70	11/27/70
Keweenaw County Road Commission	11/13/70	11/16/70
Laingaburg City of	00/05/00	00/20/00
Laingsburg, City of	08/05/02	08/30/02
Lake County	02/09/95	02/17/95
Lake County CMH (merged with West Michigan CMH)	02/08/95	02/22/95
Lake County Dist Health Dept #1 (transferred to Dist #10)	11/24/70	11/27/70
Lake Orion, Village of	07/13/98	07/21/98
L'Anse, Village of	12/23/02	01/02/03
Lansing, City of	07/05/65	01/07/66
Lansing Housing Commission (Per Sec 8, MERS Plan Doc, Resol of 1/10/01 provided MERS retroactivity to 10/1/99)	04/40/00	07/22/02
	01/12/00	07/22/03
Lansing Police and Fire	06/27/77	07/12/77
Lapeer, City of Lapeer County	01/22/73	02/05/73
Lapeer County Lapeer District Library	10/30/70	11/06/70 02/08/06
Lathrup Village, City of	02/20/03	
Leelanau County	01/24/05 10/09/84	01/26/05 10/12/84
Lenawee County	11/10/65	11/15/65
Economics County	11/10/00	11/13/05

	DATE FILED WITH
RESOLUTION	SECRETARY OF
ADODTION DATE	STATE

RECIPROCAL UNIT

RECIPROCAL UNIT	ADDITION DATE	DIAIL
Leslie, City of	12/21/04	01/12/05
Lexington, Village of	04/16/01	06/22/01
Livingston County	06/20/77	06/24/77
Livingston County Road Commission	09/30/71	10/15/71
Loutit District Library	12/11/01	12/18/01
Luce County	12/09/70	01/08/71
Luce County Road Commission	08/08/69	08/13/69
Luce-Mackinac District Health Dept (combined w/Alger-Schoolcraft)	12/10/70	12/16/70
MBS International Airport (formerly Tri-City Airport Comm)	01/21/71	02/01/71
Mackinac County Road Commission	10/12/99	10/20/99
Mackinac Straits Hospital	11/27/06	12/11/06
Macomb County	12/04/64	12/09/64
Madison Heights, City of	02/09/70	02/19/70

IMDS The Hational Airport (formerly In-City Airport Comm)	1 01/21//1	02/01/77
Mackinac County Road Commission	10/12/99	10/20/99
Mackinac Straits Hospital	11/27/06	12/11/06
Macomb County	12/04/64	12/09/64
Madison Heights, City of	02/09/70	02/19/70
Manistee, City of		12/28/04
Manistee County	12/08/70	01/08/71
Manistee Housing Commission	03/21/05	04/15/05
Manistee-Mason District Health Dept (merged w/Dist Health #10)	12/04/70	12/16/70
Manton, City of	10/13/97	10/29/97
Marquette, City of	02/08/65	02/12/65
Marquette County	08/18/65	08/19/65
Marquette, Charter Township of	00/10/03	09/20/06
Marquette-Alger CMH (now Pathways)	08/23/95	09/27/95
Marshall, City of	01/20/64	02/03/64
	11/21/61	11/24/61
Marysville, City of		
Mason, City of	03/21/77	03/28/77
Mason County	10/12/65	10/11/65
Mason-Oceana Co 911	12/10/03	12/16/03
Mecosta County	03/10/65	03/16/65
Mecosta County Road Commission	12/08/70	12/16/70
Menominee, City of	12/01/69	12/08/69
Menominee County	10/28/83	11/14/83
Meridian, Charter Township of	07/10/01	07/27/01
Metamora, Township of	07/08/02p	07/19/02
Michigan Grand River Watershed Council (Dissolved)	02/17/76	03/01/76
Michigan Municipal Risk Management Authority	03/24/05	06/24/05
Michigan Public School Employees Retirement	05/02/66	05/12/66
Midland, City of	10/30/67	11/01/67
Midland County	05/09/66	05/16/66
Midland County Central Dispatch Authority	06/10/93	06/22/93
Midland County Road Commission	12/18/70	12/30/70
Midland-Gladwin CMH (merged to Comm Mental Hith for Central MI)	09/21/00	10/03/00
Mid-Mich District Health Dept (formerly Stanton Mid-MI Dist Health)	11/18/74	11/27/74
Milan, City of	06/25/07	
Mineral Hills, Village of (merged with City of Iron River 7/1/2000)	12/07/70	12/17/70
Missaukee County	11/09/04	11/17/04
Monroe County	02/28/95	03/15/95
Monroe County Library System	03/13/95	03/22/95
Montmorency County	08/15/79	08/21/79
Mt Clemens, City of	05/05/65	05/13/65
Mount Morris Charter Township	10/26/70	10/29/70
Mt Pleasant, City of	12/16/68	12/20/68
Mundy Charter Township	08/27/07	1220,00
Municipal Employees' Retirement System (MERS)	09/24/96	10/07/96
Munising, City of	12/02/70	12/15/70
Muskegon, City of (2 systems; City and Police & Fire)		11/16/64
Muskegon, City of (2 systems, City and Police & Pire) Muskegon County	11/10/64	
InitiaveAction Contro	03/17/65	04/01/65

RECIPROCAL UNIT	RESOLUTION ADOPTION DATE	DATE FILED WITH SECRETARY OF STATE
Muskegon County Road Commission	11/11/70	11/13/70
Muskegon Heights, City of	06/24/63	06/26/63
Muskegon Heights Housing Commission	04/20/04	03/15/05
Muskegon Charter Township	06/19/72	06/23/72
Interview of the control of the cont		
Negaunee, City of	12/13/62	12/17/62
Negaunee Township		08/15/06
New Buffalo, City of	02/01/07	01/12/07
Newaygo Area District Library		09/07/05
Newaygo County	07/01/65	07/21/65
North Muskegon, City of	11/23/70	11/27/70
Northville, City of	08/06/73	08/10/73
Northwest MI Comm Health Agency (formerly Dist Health Dept #3)	01/27/70	01/30/70
Norton Shores, City of	11/04/69	11/24/69
Norway, City of	03/18/68	07/30/69
Novi, City of	05/21/01	06/05/01
Oakland County	06/22/64	06/25/64
Oakland County Road Commission	04/18/72	04/20/72
Oak Park, City of (in MERS DC only)	09/30/68	10/10/68
Oceana County	04/27/71	05/10/71
Ogemaw County EMS Authority		08/08/06
Onaway, City of	11/16/70	11/18/70
Osceola County	12/20/07	01/02/08
Oscoda County	09/09/80	09/16/80
Otisville, Village of	12/07/70	01/28/71
Otsego County Road Commission	11/23/70	11/27/70
Ottawa County	01/12/71	01/19/71
Ottawa County Road Commission	02/01/62	02/16/62
Owosso, City of	07/20/64	07/24/64
Pathways (formerly Superior Behavioral MH; Marquette-Alger CMH)	08/23/95	09/27/95
Pentwater, Village of	12/14/70	01/08/71
Petersburg, City of	10/01/01	10/18/01
Petoskey, City of	03/23/07	l
Pinconning, City of	12/14/70	12/21/70
Pittsfield Charter Township	11/10/03	11/17/03
Pleasant Ridge, City of	10/14/69	10/24/69
Plymouth, City of	12/02/68	12/12/68
Pontiac, City of (2 systems; City and Police & Fire)	01/17/67	01/20/67
Portage, City of	01/07/75	02/11/75
Port Huron, City of (2 systems; City and Police & Fire)	12/13/65	01/04/66
Portland, City of	11/09/70	11/16/70
Presque Isle County	10/12/65	10/19/65
Redford Township	11/16/64	11/25/64
Rochester, City of	12/23/68	01/07/69
Rogers City, City of	11/18/70	11/27/70
Rogers City District HIth Dept #4 (merged w/Dist Health #4)	04/08/70	04/17/70
Romeo District Library	09/01/02	10/03/02
Roosevelt Park, City of	10/07/68	10/11/68
Rose City, City of	02/12/02	02/19/02
Roseville, City of	12/17/68	12/23/68
Royal Oak, City of	08/28/67	09/06/67
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RESOLUTION ADOPTION DATE

DATE FILED WITH SECRETARY OF STATE

RECIPROCAL UNIT

Saginaw Charter Township (Police Dept)	09/06/67	11/27/70
Saginaw, City of (2 systems; City and Police & Fire)	12/4 & 12/11/61	12/11 & 12/15/61
Saginaw County	10/19/65	10/28/65
Saginaw County Road Commission	12/22/66	12/28/66
Saginaw Housing Commission		07/17/06
Saginaw-Midland Water Supply System	11/12/70	11/20/70
Saginaw, Public Libraries of	08/20/98	10/08/01
Saline, City of	09/09/68	09/13/68
Sandusky, City of	04/02/07	04/16/07
Saranac Housing Commission	01/11/05	01/20/05
Sault Ste Marie, City of	09/18/72	09/20/72
Sault Ste Marie Housing Commission	02/01/07	01/31/07
Schoolcraft County	11/17/70	11/30/70
Schoolcraft County Road Commission	07/11/07	
Sebewaing, Village of	12/07/70	12/10/70
Shiawassee County	06/12/73	06/21/73
Shiawassee County Comm Mental Hlth Authority	06/12/73	08/05/04
hiawassee County Road Commission	01/04/73	01/09/73
outh Haven, City of	11/04/63	11/07/63
South Lyon, City of	11/03/69	11/13/69
Southeast MI Council of Governments (SEMCOG)	10/20/69	11/28/69
Southeastern MI Transportation Auth (SEMTA) (now SMART)	11/18/75	12/17/75
Southeastern Oakland County Incinerator Authority	03/10/65	03/16/65
Southeastern Oakland County Water Authority	03/10/65	03/16/65
Southern Clinton County Municipal Utilities Authority	11/09/89	11/28/89
pring Lake, Village of	06/06/05	10/12/05
pring Lake District Library	01/18/06	02/03/06
Springfield, City of	12/21/70	12/28/70
Stanton Mid-Mich Dist Health (now Mid-Mich Dist Health Dept)	11/18/74	11/27/74
tateMI State Employees' Retirement System	03/01/62	03/09/62
StateJudges' Retirement System	01/02/64	01/10/64
StateProbate Judges' Retirement	01/02/64	01/10/64
StateConsolidated Judges System including Probate	05/07/93	05/19/93
StateMichigan Public Schools Employees' Retirement	05/02/66	05/12/66
t Charles, Village of	12/14/88	01/11/89
ot Clair, City of	08/05/91	08/21/91
St Clair County	04/13/66	04/19/66
St Clair Shores, City of	04/05/66	04/14/66
St Ignace, City of	06/05/72	06/08/72
t Joseph County (Sheriff's Dept)	12/17/68	01/06/69
St Louis, City of	11/18/70	11/23/70
Sterling Heights, City of (2 systems; City and Police & Fire)	11/04/69	11/10/69
Sturgis, City of	08/14/68	08/16/68
Sturgis Housing Commission	+	10/24/07
Sumpter Township	40/07/05	03/12/07
Suburban Mobility Auth for Regional Transp (SMART)	12/07/95	12/15/95
(formerly SEMTA; SEMTA adopted Act 88 11-18-75)	10/45/02	404000
Superior Charter Township	12/15/03	12/19/03
Swartz Creek, City of	11/23/70	12/10/70
hirty-Fifth (35th) District Court	07/17/03	07/22/03
humb District Health Dept (now Tuscola County Health Dept)	11/13/70	12/10/70
renton, City of	06/21/71	06/29/71
ri-City Airport Comm (now MBS Intern'l Airport)	01/21/71	02/01/71
ri-County Aging Consortium	05/05/80	05/09/80

DATE FILED WITH

	RESOLUTION	SECRETARY OF
RECIPROCAL UNIT	ADOPTION DATE	STATE
Tuscola County	02/05/68	02/12/68
Tuscola County MCF	02/05/68	02/12/68
Tuscola County Road Commission	01/06/00	01/12/00
Tuscola County Health Dept (Thumb Disrict Health Dept)	11/13/70	12/10/70
Van Buren County	10/24/66	10/26/66
Vassar, City of	11/23/70	11/27/70
Vevay Township	12/06/04	12/17/04
Vicksburg, Village of	02/01/71	02/04/71
Vienna, Charter Township of	02/09/05	02/01/06
		14/00/70
Wakefield, City of	11/16/70	11/23/70
Walled Lake, City of	10/16/01	10/24/01
Warren, City of	08/11/70	08/14/70
Washtenaw County	09/19/66	09/26/66
Washtenaw County Road Commission	07/19/66	07/26/66
Washtenaw County Housing Commission	<u> </u>	07/30/04
Wayne County	11/26/68	12/09/68
West Branch Dist Health #2 (Alcona, losco, Ogemaw & Oscoda Cos)	02/10/70	03/09/70
West Michigan Community Mental Health	06/18/96	06/25/96
Western UP District Health Dept	06/29/70	07/08/70
Westland, City of	12/18/89	01/05/90
Wexford County	12/14/70	01/08/71
Wexford County Road Commission	06/02/93	06/07/93
White Cloud Dist HIth #5 (Lake, Newaygo & Oceana Cos; now Dist #10)	12/09/70	12/15/70
Whitehall, City of	11/12/68	11/19/68
Wixom, City of	11/24/70	12/07/70
Woodhaven, City of (in MERS DC)	09/27/05	10/01/05
Wyandotte, City of	08/19/91	01/03/01
Wyoming, City of	09/28/70	06/01/71
Ypsilanti, City of	02/07/72	02/09/72
Ypsilanti Charter Township	08/16/05	08/22/05
Ypsilanti Comm Utilities Auth		06/06/07
Ypsilanti Housing Commission	07/22/04	07/30/04



MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM OF MICHIGAN

MERS RESOLUTION FOR ADOPTING ACT NO. 88

BE I	T RESOLVED, that the		overning Body)	
		()	overning Body)	
of the	(Governmental Unit)	hereby	elects to adopt the provisi	ions of Act No. 88,
	(Governmental Unit)			
Public Acts	of 1961, as amended, and become a	reciproca	unit under the Reciprocal	Retirement Act; and
BE I	T FURTHER RESOLVED, that a	certified o	copy of this Resolution sha	ll be filed within ten
(10) days fro	om the date of this election with:			
	Michigan Department of State Office of the Great Seal 7064 Crowner Boulevard Lansing, MI 48918	and	Municipal Employees' R System of Michigan 1134 Municipal Way Lansing, MI 48917	etirement
	γ:			
SUPPORTE	D BY:			
Ayes:	Nays:			
Adopted:	(Date)	·		
I.				, of the
<i>'</i> 	(Name)		(Title)	
			do hereby certify t	that the aforesaid is
	(Governmental Unit)		do neleby certify (mat the aforesaid is
a true and a	amout compared Dagalution adopted	at a maguila		
a true and co	orrect copy of a Resolution adopted	at a reguia	ir meeting of the	
	h	neld on		_,
	-			
	(Signature	of Authorize	ed Official)	(Title)